



## Lake Bluff - Work Plan - 2015-16

**Goal 1: Academic:** Students will use learning targets to focus their learning, monitor their progress, and increase their knowledge and skills. **Type of goal: Student Achievement**

**Rationale:** Lake Bluff school believes that all students are capable of academic growth.

**Alignment with EL Core Practices:** CP 10, CP 20, CP 31, CP 34

Faculty Learning Targets	Structures and Leadership Actions	EL Support and Services	Data Points/Evidence for Monitoring Progress
<p>1. Teachers craft quality academic learning targets that meet all five of the criteria:</p> <ul style="list-style-type: none"> <li>a. written in student-friendly language</li> <li>b. measurable</li> <li>c. specific and contextualized</li> <li>d. descriptive of the intended learning</li> <li>e. derived from Common Core State Standards (CCSS), and other National Standards such as Next Generation Science Standards, National Core Arts Standards, etc.</li> </ul> <p>2. I can consistently and effectively use learning targets to frame and explain learning at the beginning of a lesson and help students reflect on targets at the end of a lesson or unit.</p>	<p>1 / 2. Develop long term learning targets based on CCSS in grade teams.</p> <ul style="list-style-type: none"> <li>- Consider the <a href="#">EL Long Term Learning Targets</a> from CCSS in EL Commons</li> <li>- Learning Walks to review learning targets in other classrooms and how teachers are using them.</li> </ul>	<p>1 / 2. PD / team time in what learning targets are, how to craft them, the difference between long term and supporting targets (Based on CCSS.)</p>	<p>READING: Ninety percent of all students in grades three through six will perform at or above Average level in reading on the spring 2016 MAP assessment. (86.3% Spring 2015 MAP Scores)</p> <p>MATHEMATICS: Ninety percent of all students in grades one through six will perform at or above Average level in math on the spring 2016 MAP assessment. (90% Spring 2015 MAP Scores)</p> <p>PERFORMANCE: Ninety percent of all students in grades four through six will perform at or above average level for demonstrating core concepts in Art, General Music, Spanish, Instrumental Music, Library/ Information Literacy and Physical Education.</p> <p>Learning Walk Data on use of Learning Targets (i.e. ___% of</p>

<p>3. I can collect and analyze data as a way to track progress toward learning targets and set goals.</p> <p>4. I can help students regularly analyze data from assessments, individually and collectively, to understand specific areas and general patterns of strengths and weaknesses.</p> <p>5. I can analyze classroom assessments to identify areas of need and inform instruction.</p>	<p>3 / 4 / 5. Grade teams meet to determine / develop assessments (formative and / or summative) that match targets.</p> <ul style="list-style-type: none"> <li>- Use information from team who went to Assessment in Daily Instruction Institute.</li> <li>- Develop and design a PST (Problem Solving Team) for our building to assist students who are not reaching the learning targets.</li> </ul>	<p>3/4/5. PD in how to analyze data</p> <ul style="list-style-type: none"> <li>- Data chapter in LOTOL</li> <li>- Assessment in Daily Instruction Institute (2 attendees)</li> </ul>	<p>classrooms have LT)</p> <p>Classroom formative and summative assessments such as:</p> <ul style="list-style-type: none"> <li>- Entrance and Exit tickets</li> <li>- Reading Journals</li> <li>- Math Unit Tests</li> <li>- Running Records</li> <li>- Intervention Assessments</li> <li>- MAP scores</li> <li>- PALS scores</li> <li>- Performance Assessments</li> <li>-</li> </ul> <p>I.E.P. Progress Reports</p>
---	---	--	--

**Goal 2: Culture and Character:** Lake Bluff students and staff will use the CREW structure to build a strong school culture that supports the Lake Bluff Code Of Character. *Type of goal: School Conditions*

**Rationale:** The culture of the school is the foundation upon which everything is built. A strong and positive school culture, will increase student achievement.

**Alignment with EL Core Practices:** CP 25, CP 26, CP 31, CP 35,

Faculty Learning Targets	Structures and Leadership Actions	EL Support and Services	Data Points/Evidence for Monitoring Progress
<ol style="list-style-type: none"> <li>1. By the end of October, 2015, Lake Bluff staff will establish and define the Lake Bluff Code of Character including both performance and relational traits. These character traits will be practiced and visible throughout the 2015-2016 school year.</li> <li>2. I can teach character traits in the Lake Bluff Code of Character.</li> <li>3. I can model character traits through words and actions.</li> <li>4. I can take responsibility for all students, not just the ones I interact with regularly, and act proactively to ensure that the school's code of character is demonstrated in hallways and common places, and during school-sponsored events.</li> <li>5. I can communicate the relationship between the habits of scholarship to academic success to families.</li> </ol>	<ol style="list-style-type: none"> <li>1. Create and define Lake Bluff's Code of Character.</li> <li>2. Introduce Lake Bluff Code of Character to the students and families.</li> <li>3. Explore each trait thoroughly for deeper understanding and meaning.</li> <li>4. Integrate the traits into our current character education practices.</li> <li>5. Providing space and time for PD on this topic.</li> </ol>	<ul style="list-style-type: none"> <li>- Examples of how other schools have used Code of Character so that it permeates the school culture.</li> </ul>	<p>PBIS: 90% of LB students are participating in the Ambassador Program, buddy classrooms, best buds, challenge, and/or service projects.</p> <ol style="list-style-type: none"> <li>1. Classroom observation and displays of the traits.</li> <li>2. Clear communication of the Lake Bluff Code of Character to all families</li> <li>3. Based on grade level, students will reflect &amp; report on the Lake Bluff Code of Character.</li> </ol>

**Goal 3: Shared Leadership:** We will support the education and welfare of our children by focusing on a culture of continuous growth that embraces the mission of Lake Bluff and Shorewood Schools.

Type of goal: School Conditions

**Rationale:** The leadership of the school acts as a collective force to increase the learning and engagement of every student. The school’s decision making model articulates the kinds of decisions to be made and who is responsible for making each kind of decision.

**Alignment with EL Core Practices:** CP 31, CP 35, CP 37, CP 38

Faculty Learning Targets	Structures and Leadership Actions	EL Support and Services	Data Points/Evidence for Monitoring Progress
<p>1. We will identify and establish a Leadership Team.</p> <p>2. We will create a structure and norms to guide the work of the Leadership Team.</p> <p>3. We will create a consistent system for communication including a regular timeline.</p> <p>4. We will evaluate our progress toward EL work plan goals.</p>	<p>1a. Establish a balanced selection process for the Leadership Team.</p> <p>2a. Begin to develop structure and norms at Leadership Conference in Detroit, MI.</p> <p>2b. Structure and norms will be reviewed and adopted by the Leadership Team.</p> <p>3a. Communicate agenda items with all staff two days prior to leadership team meeting.</p> <p>3b. Communicate a summary of leadership team notes with all staff no later than two days after the leadership team meeting.</p> <p>3c. A Leadership Team representative will attend monthly PTO meetings to share EL implementation progress.</p> <p>4a. Develop systems (learning walks, self-assessments) to monitor implementation of EL practices.</p>	<p>1a. Refer to core practice book .</p> <p>2a. EL institute in September 2015.</p> <p>2b. School designer provides insight on “turn around” training for leadership team and faculty.</p> <p>4a. Effective learning walk structures</p> <p>4b. Application of rubric for reviews and learning walks (Ask Linda about basic EL rubrics)</p> <p>4c. Learning targets professional development</p> <p>4d. Guidelines for gold standards for crew</p>	<p>1a. Team selection must occur by no later than October 2015.</p> <p>2a. “Turn around” training will be planned and presented to Leadership Team.</p> <p>2b. Staff presentation of Leadership Team structure, norms and decision-making process.</p> <p>3a. Survey gathering feedback from each group (faculty and parents) to gage the level of effectiveness.</p> <p>3b. Informal check-ins with faculty.</p> <p>4a. Percentage of CREW meetings following EL crew structures</p> <p>4b. Percentage of all staff using high quality learning targets</p> <p>4c. Qualitative data from learning walks</p> <p>4d. Mid-year review</p> <p>4e. Implementation review</p>

**OTHER IMPLEMENTATION PRIORITIES (to “play the game of basketball” - Mark Conrad Metaphor)**

**Lake Bluff - EL Professional Development Plan  
2015-16**

*The long-term goal is to build the internal capacity of every school staff. In order to maximize your relationship with EL, we suggest that instructional leaders work alongside school designers whenever possible. Think strategically about how work with teachers or teams can impact school-wide implementation.*

Most direct service days will be scheduled in advance and may include the following:

- Leadership coaching
- Leadership team meetings
- Collecting and/or analyzing data related to the work plan goals
- Curricular planning sessions
- PD planning and/or facilitation
- Classroom observations/debrief sessions
- Supporting coaching cycles
- Support with National Conference preparation, Fund for Teachers applications, and other national activities
- Participation at institutes with staff members to provide targeted support
- Supporting the implementation of institute content in classrooms/schools

EL Institutes (Include date, location, and # of participants):

Number of direct service days with School Designer(s) (as designated by agreement): **25**

Specific check-in dates/structures during the school year to monitor the work plan goals:

Direct service days (List dates and recurring structures):

[SEE PD and Collaboration Calendar for details:](#)

September  
October  
November  
December  
January  
February  
March  
April  
May  
June  
July  
August